Labour and Advanced Education
Statement of Mandate
2011-2012

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Message from the Minister and Deputy Minister

I am pleased to present the 2011–2012 Statement of Mandate for the Department of Labour and Advanced Education. This new department, established on Jan. 11, 2011, brings Higher Education to the former department of Labour and Workforce Development. As well, the Office of Immigration and the Advisory Council on the Status of Women are now more closely aligned with Labour and Advanced Education.

With its broader mandate, Labour and Advanced Education will continue to progress toward a vision of fairness, safety and prosperity for all Nova Scotians by helping us live, learn and work to our highest potential.

Research has shown that a moderate increase in literacy can have a measurable increase in productivity, making Labour and Advanced Education a key element and enabler of the province's jobsHere initiative. Later this year, with our partners we will launch the Workforce Strategy that will position Nova Scotia to have the best trained, best skilled and most productive workforce in Canada.

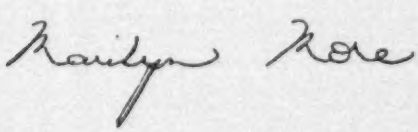
Also this year, we will work to increase our number of immigrants through the province's new Immigration strategy to be released this spring. We will make post-secondary education more accessible and promote life-long learning. Our department will also recognize and enhance the value of the voluntary and not-for-profit sector, and make sure that women across this province can contribute to, and benefit from, its success.

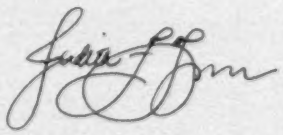
We will champion the role of the Workplace Safety and Insurance System in reducing injuries, illnesses and deaths in Nova Scotia. Through the Internal Responsibility System, employers, employees and government will make workplaces safer and healthier.

In addition, our department will continue to oversee private and near-public sector pensions for Nova Scotia's workers, taking steps to see that promises made are promises kept. We will also protect Nova Scotians through compliance with labour standards and by keeping workplaces, buildings and communities safe.

In the spirit of living within our means, Labour and Advanced Education will take active measures to reduce our expenditures and become more efficient and effective in coming years. For example, we begin this year with a new Labour Board, which will provide a more streamlined approach to resolving labour relations, labour standards and occupational health and safety disputes.

The coming year will be an exciting one for Labour and Advanced Education, as our new organization addresses a variety of issues and opportunities, new and old, in a coordinated effort to make Nova Scotia *the* place to live, learn, work and prosper.





Marilyn More
Minister

Judith Ferguson
Deputy Minister

Department Mandate

In the beginning of 2011, the new department of Labour and Advanced Education was announced. This new department includes the former branches of Labour and Workforce Development including Labour Services; Safety; Skills and Learning; Policy, Planning and Professional Services as well as the recently transferred Volunteerism and Non-profit Sector division. In addition, the new department also has responsibility for Advanced Education, the Office of Immigration and the Advisory Council on the Status of Women. The mandate of Labour and Advanced Education provided below is presented in the order of the former branches and the new entities.

A. Mandate – Labour Services; Safety; Skills and Learning; and Policy, Planning and Professional Services (former Department of Labour and Workforce Development)

These branches work together in making strategic investments in people, programs, services and partnerships that contribute to a fair, equitable, safe, productive and inclusive environment in which to learn, work and live. This work includes the legislative and regulatory administration of over 25 Acts and 100 regulations related to occupational health and safety; workers' compensation; building, fire and technical safety; pensions; labour relations, standards and mobility; and adult education and apprenticeship training.

Labour Services offers dispute resolution services that promote effective workplace relationships and compliance of employers with minimum employment standards; regulation of private pension plans with an emphasis on creating a pension environment where promises can be met; and legal advice, assistance and representation to injured workers served by the Workers' Advisers Program. The branch is also instrumental in overseeing a process for increases to the minimum wage.

The Safety branch employs over 50 inspectors across two primary inspectorates. Compliance tools include public education and communications, standard setting, codes of practice, enforcement and promotion of partnerships. The divisions in this branch focus on the protection of people and property with the primary focus being on the safety of equipment and buildings; fire safety; and safety at work. The branch, along with the Workers' Advisers Program, is a key player in the Workplace Safety and Insurance System.

Improving access among Nova Scotians to labour market information, employment and skills development is an essential outcome of the work of Skills and Learning. Strategic action is also taken to align the needs of employees with those of employers in the broader context of labour market demands. Through adult literacy and essential skills, apprenticeship training and trades certification, employer engagement and workplace initiatives, the branch provides opportunities for individuals to advance at home, in the community or in the workplace.

In addition, the mandate of the new Volunteerism and Non-profit Sector division within the Skills and Learning Branch is to develop a supportive environment in Nova Scotia for the recruitment, retention and recognition of volunteers and to support the development of capacity in the non-profit and voluntary sector to address organizational challenges in insurance, human resource management and legal and regulatory requirements.

Vision

Fairness, safety and prosperity for all Nova Scotians by living, learning and working to our highest potential.

Mission

Create winning conditions by fostering the social and economic well-being of Nova Scotians by:

- protecting Nova Scotia's people and property;
- anticipating and responding to workforce needs;
- promoting safety at work, home and play;
- ensuring fairness at work;
- supporting life-long learning; and,
- building capacity to seize opportunities.

B. Mandate – Higher Education

The Higher Education Branch contributes to lifelong learning by providing funding, services, and support to universities and the province-wide Nova Scotia Community College (NSCC) system to maintain access to high quality post-secondary education and information. Further, this branch supports the provision of the necessary, highly qualified personnel to meet labour market demand and the need for a knowledgeable, engaged citizenry.

The Higher Education Branch coordinates federal–provincial and interprovincial negotiations related to post-secondary education, such as administering the Canada and Nova Scotia Student Assistance programs, including management and stewardship of the Nova Scotia student loan portfolio. Higher Education assists adult Nova Scotians with disabilities to obtain access to and to succeed in post-secondary training, guides universities and the NSCC in the delivery of disability services through research and policy development, and advises the Minister on matters relating to training at private career colleges and develops related policy.

Vision

Full access to lifelong learning opportunities in a high quality post-secondary education system, with accountability of all partners.

Mission

Higher Education promotes equitable and affordable access to quality higher education and knowledge for Nova Scotians in partnership with universities, colleges, federal funders and service delivery providers by:

- Enabling the provision of relevant and high quality post-secondary education and training;
- Negotiating and managing Memorandums of Understanding with Universities on Funding and Fees
- Promoting and guiding responsiveness of the province-wide Nova Scotia Community College to labour market demands;
- Continually assessing and improving the Student Assistance Program
- Monitoring, evaluating, and adjusting grants and service delivery programs for students with disabilities
- Monitoring private career colleges program delivery

- Establishing, measuring, and reporting on accountability criteria for all funded partners

C. Mandate - Office of Immigration

The Office of Immigration is accountable for working with partners in order to:

- attract and retain immigrants in the Province;
- promote the culture of a welcoming community for immigrants, including the raising of public awareness and education on immigration and diversity issues;
- market the Province as an attractive immigration destination;
- strengthen immigration and settlement planning, policy and programming in the Province in order to improve opportunities to attract, integrate and retain immigrants;
- ensure planning and capacity for the effective delivery of immigrant settlement and integration programming in the Province;
- facilitate and promote a co-ordinated approach within the Government to immigration;
- develop advice and provide support to the Government in policy, planning, research and co-ordination in matters involving immigration and settlement.

Mission

To take a lead role in engaging and working with partners to attract, integrate, and retain immigrants, recognizing the important contributions they make to our social, economic, and cultural fabric.

D. Mandate - Nova Scotia Advisory Council on the Status of Women

Mission

To advance equality, fairness and dignity for all women in Nova Scotia.

Vision

A province where all women enjoy full equality:

- where women of diverse cultures, races, religions and sexual orientation
- participate in decisions that affect their lives, families and communities
- where women sit in equal numbers on municipal councils and in the legislature
- where legislation, policies and programs of governments reflect that equality, both in law and in fact
- where women's earning power equals that of men
- where women are welcomed in all professions and trades
- where household work and child care is valued by all and shared equally by women and men
- where women do not have to fear violence in their homes, workplaces or communities
- where women's health and well-being is a priority for women, health care services and government

Mandate

The Council provides advice and brings forward the concerns of women in Nova Scotia to the Minister.

Section 4 of the *Advisory Council on the Status of Women Act* sets out the mandate of the Council:

4. (1) The Council shall

(a) advise the Minister upon such matters relating to the status of women as are referred to the Council for consideration by the Minister;
(b) bring to the attention of the Minister matters of interest and concern to women.

4 (2) The Council in carrying out its duties pursuant to subsection (1) may
(a) receive and hear petitions and suggestions concerning the status of women;
(b) undertake and recommend research on matters relevant to the status of women;
(c) recommend and participate in programs concerning the status of women;
(d) propose legislation, policies and practices to promote equality of opportunity and status; and
(e) publish reports, studies, and recommendation. (1977, c.3, s.4)

Strategic Goals

- To increase the participation of women in all their diversity in decisions that affect their lives, families, and communities, with particular emphasis on those who face discrimination because of race, age, language, class, ethnicity, religion, disability, sexual orientation, or various forms of family status
- To promote women's economic equality
- To reduce violence against women and girls in communities, workplaces and families
- To improve the health and well-being of women and their families

Core Business Areas

- Policy and research advice
- Information and education
- Community liaison and outreach

Government Priorities

All activities performed with Labour and Advanced Education support the core priorities of government. The three core priorities of the government and the department activities supporting them are:

A. Making health care better for you and your family

- **Adult Learning Program/Link Continuing Care Assistant program.** This program responds directly to a recognized labour market need, increases retention among Adult Learning Program students and creates more trained health care professionals.
- **Occupational Health and Safety Regulatory consolidation.** This work supports the department's work in ensuring the continued health and safety of the province's workforce.
- **Adult Literacy and Learning activities.** Greater literacy is a determinant of health and these activities promote the health of citizens and families while boosting labour force participation.
- **Family Literacy activities.** The 19 family literacy programs across the province help parents model the importance of education to their children.
- **Domestic Violence Action Plan.** All persons in Nova Scotia should live free from domestic violence and abuse. The Status of Women produces information materials and develops partnerships with government, community, and law enforcement organizations to raising awareness about violence against women and the human trafficking of women and girls in Nova Scotia.
- **Immigrant women's on-line resource guide.** Status of Women, in partnership with community organizations, is developing this guide to provide accessible information to immigrant women about living in Nova Scotia.
- **Invisible Barriers-Refugee Women's Health Forum.** This forum develops government-community partnerships and raises awareness about the need for improved access to health services for refugee women.
- **Gender based Analysis Tool.** This tool is under development by Status of Women in consultation with regional partners to support diversity and equity in policy development and programs. Status of Women participates in the Diversity Roundtable.
- **Nova Scotia Campaign School for Women**. Each year, Status of Women provides increased numbers of diverse women in Nova Scotia with the knowledge and skills necessary to participate in political life.

B. Creating good jobs and growing the economy

- **Provincial Workforce Strategy.** As part of the jobsHere plan, the Province will release and implement a new Workforce Strategy that will serve as a call to action to all stakeholders to increase productivity and innovation; remove barriers and facilitate connections to learning and work; and build the skills of the available workforce; and improve labour market information and how we use it.
- **Immigration Strategy.** The province will release and implement a new immigration strategy with the goal of being an advocate for increased immigration in the province.

It will be targeting our resources to attract skills our workforce needs and welcoming immigrants into our communities

- **Productivity Investment Program.** This partnership with Economic and Rural Development and Tourism is designed to encourage businesses to become more productive, innovative and globally competitive. The Workforce Productivity and Innovation Skills Incentive under this program will promote an increase in NS business and employer productivity through innovation, new training, new technical expertise and support.
- **Labour Market Information Strategy.** The Province is leading the development and implementation of a provincial LMI strategy to align and leverage information production and sharing. An improved system will better inform Nova Scotians' career, education and employment-related decisions and we will be able to better match labour supply with labour demand.
- **Apprenticeship System.** The province will work with industry partners to ensure today's training is keeping pace with evolving technology and that apprentices are getting on-the-job training they need to meet the most current industry certification standards.
- **Access to Post-secondary Education and Training.** The province will cap tuition increases for universities; enhance the Nova Scotia Student Assistance Program and negotiate a new Memorandum of Understanding with universities.
- The province will cap tuition increases at universities at 3%, enhance the NS Student Assistance Program and negotiate a new MOU with universities.
- **Recognition of Prior Learning Framework (RPL).** This activity will promote a better understanding of the value of RPL to the achievement of the province's economic and social goals and improve the capacity of government, education/training institutions and workplaces to incorporate RPL practices.
- **Employability Tables/Diversity in the Workplace.** The Province will work with the four existing employability tables, one each for Aboriginal communities, African Nova Scotians, Persons with Disabilities and Acadian Nova Scotians to develop strategic plans for increasing the participation of underrepresented groups in the workforce.
- **HR Tool Kit and Online Resources for SMEs.** These resources will support human resource planning and training to encourage recruitment and retention among small and medium-sized enterprises that may lack human resource departments/capacity.
- **Temporary Foreign Worker Legislation.** In the jobsHere plan, government announced that it would enhance protections for temporary foreign workers recruited to work in Nova Scotia. Legislation will be introduced in Spring 2011 to protect all workers (including temporary foreign workers) from improper recruitment fee charging, to regulate the foreign worker recruitment process and provide other protections.
- **The Targeted Initiative for Older Workers (TIOW).** This program supports unemployed workers (individuals 55-64) in communities affected by significant downsizing or closures.
- **Pan Canadian Framework for the Assessment and Recognition of Foreign Qualifications (FQR).** This framework aims to smooth the pathways to employment for immigrants and new Canadians.
- **Agreement on Internal Trade – Chapter 7 (Labour Mobility).** The agreement improves labour mobility and promotes economic growth.

- **Business Competency Endorsement for Journeypersons.** The Province of Nova Scotia, in partnership with the other Atlantic Provinces, is working on developing a *Business Competency Endorsement for Journeypersons* to provide a pathway and recognition for journeypersons seeking to move into business and entrepreneurial positions.
- **Workplace Education Initiative (WEI).** The province will increase its funding to double the number of employers able to provide customized education and essential skills programs for their employees through this initiative.
- **Pension Benefits Act.** The department is recommending amendments to the *Pension Benefits Act* to reflect more modern practices and to allow greater flexibility to employers and employees in managing their pension plans; and to implement key recommendations of the Pension Review Panel Report around access to information on the funding status of pension plans and proper governance and accountability for pension plans in Nova Scotia.
- **Development of the Voluntary Sector.** The department will provide resources to support the professional development and business management of the province's non-profit and voluntary sector. These resources will help to plan, manage and build human resource capacity and support workforce attraction and retention, and encourage diversity, innovation and productivity.
- **Bread and Roses.** Status of Women created this bursary fund in 2009 for first and second year female students enrolled in science, trades and technology courses at the NSCC. Administered by the Nova Scotia Community College Foundation and in partnership with Encana Corporation, the fund awards (20) twenty, one thousand dollar bursaries each year.
- **Women Unlimited.** The department, in partnership with Women for Economic Equality (WEE) Society and the Hypatia Association together with the NSCC and several government departments uses a women-centred spectrum of support to enable young and re-entry women the opportunity to pursue science, trades and technology careers at 4 NSCC locations including Bridgewater, HRM (Leeds and Akerley) and Cape Breton (Marconi Campus).

C. Get back to balance and ensure government lives within its means

- **The new Technical Safety Act.** This new act, when fully implemented, will streamline and update the important safety regulations of five acts into one act. This will make it easier to conduct business in the province while ensuring that the safety of workers is maintained.
- **Implementation of the new Labour Board.** This work began in 2010 will continue with the consolidation of the OHS Appeal Panel and the Labour Standards Tribunal and will also include the development of consistent policies and procedures.
- **Alignment of Labour Market Programs.** As part of the redesign of Employment Support and Income Assistance (ESIA), the Department of Community Services is refocusing employment support services to better meet the needs of income assistance recipients to overcome fundamental barriers such as life skills. Directly connected to this development has been the creation of Labour and Advanced Education (LAE). Labour and Advanced Education will play the lead role related to career development, advanced education and work force attachment programs. A project is being launched to support the implementation of these mandates in each department and to ensure a coordinated

system is created to support individuals who may transition between the programs offered by Community Services and Labour and Advanced Education.

5. Performance Measures

Strategic Goal 1: Nova Scotians will have safe, healthy and supportive workplaces and communities.

OUTCOME	MEASURE	DATA (RATE)	TARGET 2011-2012	PLANNED TARGET	STRATEGIC ACTIONS
Nova Scotians will lose less time from work due to workplace accidents or illness	Duration of lost-time claims	2008: 8,050 2009: 7, 206	The time lost due to workplace injury or illness will be at or below the Atlantic Canada average	Have Nova Scotia's lost-time claims below the Atlantic Canadian average	Through the WSIS strategic plan, work with business partners and across government departments and agencies to improve performance
Nova Scotians will lose less time from work due to workplace accidents	New lost time claims per 100 workers	2009: 2.2	Maintain or lower lost-time per 100 workers at or below five-year average	Reduce lost time per 100 workers to at or below Atlantic Canadian average	A strong enforcement system

Strategic Goal 2: Nova Scotia has a fair, equitable and stable labour environment

OUTCOME	MEASURE	DATA	TARGET 2011-2012	PLANNED TARGET	STRATEGIC ACTIONS
A stable labour relations environment	Time lost to strikes and lockouts	2009: no time lost	Be at or below the national average	Be at or less than national average	Impartial conciliation services Mediating grievances through life of collective agreement Offering various preventative mediation programs to promote harmonious labour relations
Timely dispute resolution for employees and employers in non-unionized workplaces	Average time for Labour Standards Code complaints to be assigned an officer	2009-2010: 16.15 calendar days 2010-2011 (to Jan. 31): 15.92 calendar days	14 calendar days	14 calendar days	Ensure full staff complement Streamline complaint process

Strategic Goal 3: Nova Scotia is able to identify and respond to provincial workforce requirements.

OUTCOME	MEASURE	DATA	TARGET 2011-2012	PLANNED TARGET	STRATEGIC ACTIONS
Modern trade certifications that reflect current standards	Number of regulations updated	Currently, 9 trade regulations have passed consultation stage and are in progress	Continue to update trade regulations to address industry requirements and worker needs	All trade regulations will be updated	Trade-specific *ad hoc* Advisory committees established through the Apprenticeship Board to review and update regulations Apprenticeship Board and Apprenticeship Training Division to undertake an industry consultation on apprenticeship system
Reduced barriers to labour mobility	Requirements imposed on workers certified in another jurisdiction	No data available	Change legislation and regulations to remove administrative burden inconsistent with the Agreement on Internal Trade	No additional requirements for workers to move to NS	Partnership Agreement on the Economy Agreement on Internal Trade – Chapter 7, Labour Mobility Business Competency for Journeypersons
Increased use of career planning and labour market information	Increased site traffic to the Career Options website			Clients & stakeholders have the information they need to make informed decisions	Labour Market Information Strategy

Strategic Goal 4: Through flexible and responsive education and training programs, Nova Scotians will share in and contribute to the economic and social prosperity of Nova Scotia.

OUTCOME	MEASURE	DATA	TARGET 2011-2012	PLANNED TARGET	STRATEGIC ACTIONS
Improved employment outcomes for Nova Scotians via the Labour Market Development Agreement	Number of EI eligible clients employed	**4622** (March 31, 2010- Sept. 30, 2010)	Will be submitted to HRSDC by March 31st.	Not applicable	Targeted Wage Subsidy Self Employment Job Creation Partnerships Employment Assistance Services Labour Market Agreements aimed at under-represented groups
	Savings to the EI Part 1 account	**$24.60M** (March 31, 2010- Sept. 30, 2010)			
	Number of clients completing interventions	**7,244** (March 31, 2010 – Sept. 30, 2010)			
Increasing the number of Nova Scotians who achieve trade certification	The number of Nova Scotians who achieve trade certification			Number of certified journeypersons meets labour market demand	Aboriginal Apprenticeship Strategy Business Competency Endorsement for Journeypersons Multiple Assessment Pathways Practical examinations
Enhance productivity in workforce through productivity training	Grants to begin productivity training	no data available	To be developed with program	To be developed with program	PIP program with support from Workplace Education
Supporting workplaces to increase essential skills and HR capacity	Increased participation in the Workplace Education Programs		Increasing numbers of participants and workplaces in the NS Workplace Education Initiative	Assist 1600 more employees	Sectoral approach to Workplace Education, New Workplace Initiatives Division
Increased HR management within non-profit and voluntary (NPV) sector	Number of Executive Directors and Managers receiving training	New program	To be developed with program	To be developed with program	Voluntary Sector Professional Capacity Trust

Strategic Goal 5: In collaboration with partners and stakeholders, we will anticipate and plan for the challenges and opportunities for a changing economy

OUTCOME	MEASURE	DATA	TARGET 2011-2012	PLANNED TARGET	STRATEGIC ACTIONS
Streamline regulations and reduce administrative burden	Reduce administrative burden	2008-2009: work in progress 2009-2010: 20% administrative burden reduction	2011-2012 – a) Full proclamation of Technical Safety Act by late 2011 b) Continuing reduction in administrative burden	Maintain administrative burden reductions	Phase I of the Technical Safety Act becomes effective on April 1, 2011
Social enterprise/social innovation development	Improved understanding by NS government on social enterprise and how to support it	New initiative for government	Development of mandate for government through partnership with ERD	To be developed with program	Framework within government to support legislative/policy development

Strategic Goal 6: Labour and Advanced Education is a Preferred Employer

OUTCOME	MEASURE	DATA	TARGET 2011-2012	PLANNED TARGET	STRATEGIC ACTIONS
Improved staff knowledge of Department programs and services	Percentage of staff who have completed the orientation program	Orientation plan developed in 2010	Estimated 50% of new employees will complete formal assessment by end of 2011	100% of new staff will complete orientation program	Deliver orientation program to new staff
Improved French language services	Improved compliance with the French Language Service Plan at 80% or greater	2009-2010- 83%	Maintaining 80% or greater compliance with the French Language Service Plan	Compliance with French Language policies will be 100 per cent	

A. Higher Education Performance Measures

OUTCOME	MEASURE	DATA	TARGET 2011-2012	PLANNED TARGET	STRATEGIC ACTIONS (2010)
Better educated Nova Scotians	Average Nova Scotia tuition fee	$5,982 (2006-07) $5,936 (2007-08) $5,629 (2008-09) $5,345 (2009-10) $5,130 (2010-11)	To cap university tuition increases at 3%.	National average tuition	Memorandum of Understanding with Universities on Funding and Fees
	Percentage of Nova Scotians aged 25-54 with post-secondary certificate, diploma or degree	61.6% (2007) 60.2% (2008) 62.8% (2009) 65.3% (2010)	To increase the percentage of Nova Scotians aged 25-54 with post-secondary certificate, diploma or degrees.		Nova Scotia University Student Bursary Trust MOU with University on Funding and Fees NSCC development and growth strategy Improvements to the Student Financial Assistance Program Improve access to grants targeted at students with disabilities Improve infrastructure via Knowledge Infrastructure Program
	Number of diplomas, certificates and degrees issued by NS institutions	13,246 (2004–05) 13,834 (2005–06) 14,316 (2006–07) 13,813 (2007–08)	To increase the number of diplomas, certificates and degrees issued by NS institutions.		
	Nova Scotians enrolled in Canadian universities	32,493 (2004) 31,083 (2005) 31,209 (2006) 30,102 (2007)	To increase the number of Nova Scotians enrolled in Canadian universities.		
	Enrolment at the Nova Scotia Community College (NSCC)	9,922 (2007-2008) 10,505 (2008-09) 10,433 (2009-10) 10,669 (2010-11)	To maintain enrolment at NSCC.		250 additional seats added in 2010-11.

OUTCOME	MEASURE	DATA	TARGET 2011-2012	PLANNED TARGET	STRATEGIC ACTIONS (2010)
	Enrolment in the Nova Scotia School for Adult Learning – number of students graduating with their NS High School Graduation Diploma for Adults	2007-8 4,036 enrolled 407 graduates 2008-9 4, 038 enrolled 467 graduates 2009-2010 4,506 enrolled 537 graduates	It is estimated that the NSSAL enrolment will be comparable to 2009-2010.	500 more learners within three years	Expand adult learning programming to better enable adults to access employment Improve access to adult learning and support for learners from under-represented groups e.g. Aboriginal, persons with disabilities, African-Canadians)
Improve access to PSE through improved funding and program delivery of student assistance	Number of grants issued for under-represented groups	5,429 (2006–07) 5,228 (2007–08) 6,331 (2008–09) 10,564 (2009-10)			Improvements to Student Assistance Program Continued support of needs-based grants for under-represented groups Discussions between federal, provincial and territorial governments on improving student loan access
	Value of grants issued for underrepresented groups	$8,725,907 (2006–07) $9,482,321 (2007–08) $10,945,762 (2008–09) $23,554,762 (2009-10)			

OUTCOME	MEASURE	DATA	TARGET 2011-2012	PLANNED TARGET	STRATEGIC ACTIONS (2010)
Students with disabilities have increased access to post-secondary education	Number of students with disabilities graduating with post-secondary certificate, diploma or degree who receive assistance from the Province of Nova Scotia	478 (2005-06) 537 (2006-07) 578 (2007-08) 614 (2008-09) 683 (2009-10) 750 (2011-12)			Improved marketing materials and outreach activities Special project funding to institutions Establish goods and services standards Build connections with P-12 system for transition planning and development of options. Survey students with disabilities to determine success strategies and gaps
	Percent of total student enrolment at colleges and universities in Nova Scotia receiving assistance from one or more of the provincial programs for students with disabilities.	4.1% (2005-06) 4.2% (2006-07) 4.8% (2007-08) 5.2% (2008-09) 5.4% (2009-10) 6% (2011-12)			

B. **Status of Women Performance Measures**

Strategic Goal 1: To increase the participation of women in all their diversity in decisions that affect their lives, families, and communities, with particular emphasis on those who face discrimination because of race, age, language, class, ethnicity, religion, disability, sexual orientation, or various forms of family status

Outcome	Measure	Data	Target 2011-2012	Planned Target	Strategic Actions
Increased number of diverse women who obtain knowledge and skills necessary to participate in public and political life	Number of Campaign School graduates or attendees in political skill-building workshop Diverse women participate in Campaign school program and as participants	(2008-2009) 25 graduates (2009-2010) 23 graduates New measure	TBD TBD	Campaign School is national best practice	Conduct a campaign school for women interested in running or conduct an event for young women and/or women leaders Outreach to diverse women to participate in Campaign school program and as participants.
Government-community partnerships are developed to promote the recognition of women leaders who promote equality, fairness and dignity of women and girls in Nova Scotia	Number of events held Number of participants Number and type of partnerships developed	New measure	TBD	TBD	Partner with organizations hosting International Women's Day events Partner with organizations hosting girls' leadership and youth engagement events including Youth in Motion and Schools Plus. Raise awareness and develop partnerships about the hyper-sexualization of young women and girls by social media

Outcome	Measure	Data	Target 2011-2012	Planned Target	Strategic Actions
Concerns of diverse Nova Scotia women are brought forward to the Government of Nova Scotia	Number of briefs Number of scans				Network with community groups and receive requests from women Maintain watching briefs on policy issues effecting women in Nova Scotia Status of Women is a member of the Diversity Roundtable
Partnerships and tools are developed to facilitate policy integration to reflect diverse women's needs and address areas of equity and social inclusion	A gender-based analysis tool is developed Number of programs that address diverse women's needs, equity and social inclusion				Development of a gender-based analysis tool in consultation with Status of Women Councils and officials in PE, NB and NF

Strategic Goal 2: To promote women's economic equality

Outcome	Measure	Data	Target 2011-2012	Planned Target	Strategic Actions
Develop and strengthen partnerships between community and government, to increase women's and girl's exposure to, and participation in, science, trades and technology occupations	Number of girls and women exposed to non-traditional occupations for women	Girls (Techsploration): 2008-2009 – 150 2009-2010 - 150 Women (Women Unlimited): 2008 – 94 2009 – 120	TBD	Maintain participation	Member of the organizing committee for the Canadian Coalition of Women in Sciences, Trades and Technology conference in Halifax in May 2012; co-sponsoring a policy forum. With over 40 union, industry and government partners, Techsploration exposes Grade 9 girls to non-traditional careers in sciences, trades and technology. Participating as an active member on Interdepartmental Committee on the Labour Market Agreement to ensure that the interests of women are taken into account
Partnerships between government, university, community and business are developed to increase women's access to science, trades and technology programs through Bread and Roses bursary program	Number of women enrolled in NSCC trades and technology programs awarded bursaries Number and type of partnerships	2009-2010: 13 (Program established that year)	TBD	20	Status of Women created this bursary fund in 2009 for first and second year female students enrolled in science, trades and technology courses at the NSCC. The fund awards (20) twenty $1000 bursaries each year.

Strategic Goal 3: To reduce violence against women and girls in communities, workplaces and families

Outcome	Measure	Data	Target 2011-2012	Planned Target	Strategic Actions
Create and strengthen partnerships, and recommend policies and programs that will reduce violence against women and girls	Current trends in data about violence against women and girls Increase the provincial network that addresses human trafficking in Nova Scotia.	New measure	New measure	New measure	Leadership role in Domestic Violence Action Plan implementation Leadership role in community-government consultations on the implementation of the Domestic Violence Action Plan Create and maintain the Domestic Violence On-Line Resource Centre Leadership role in the development of the F/P/T Strategy on Human Trafficking Federal funding obtained to implement NSIGHT[1] project plan that is co-chaired by Status of Women.
By creating and strengthening partnerships, recommend policies and programs that will improve services for women who are victims of violence.	Number and type of partnerships Current data on services for women who are victims of violence	New measure	New measure	New measure	Participate in first-person narratives: gathering perspectives from those impacted by domestic violence Partnership development and leadership role in the development of a grant application for addressing domestic violence prevention and intervention in Nova Scotia Aboriginal communities. NSIGHT is creating a resource map of available services for victims of human trafficking.

[1] NSIGHT is the Nova Scotia inter-agency on human trafficking.

Outcome	Measure	Data	Target 2011-2012	Planned Target	Strategic Actions
By networking, developing partnerships and providing information materials, raise awareness about violence against women and girls, with particular attention to vulnerable and marginalized women	Number and type of partnerships and networking events Track distribution and dissemination of *Making Changes* and other information resources	New measure			Disseminate French version of *Making Changes – Changer pour le mieux* Hosting December 6 commemorative event Collaborating with government departments and community organizations in events for Family Violence Week Support Sexual Assault Awareness month and the ASK campaign Update and circulate violence against women fact sheets and publications Co-chair NSIGHT Hold outreach meetings in Nova Scotia communities about human trafficking Host Provincial human trafficking symposium Developing partnerships with Aboriginal women including the Nova Scotia Native Women's Association Partnerships between government and community organizations are underway to develop and enhance restorative approaches to reduce violence against women and girls, including partnerships with Stepping Stone and the Department of Seniors.

Strategic Goal 4: To improve the health and well-being of women and their families

Outcome	Measure	Data	Target 2011-2012	Planned Target	Strategic Actions
Partnerships between community and government are developed to provide accessible information to immigrant women about living in Nova Scotia.	Number and type of partnerships Number of downloads	New measure	TBD	TBD	On-line Resource Guide for Immigrant Women in Nova Scotia is being developed. Partnership development between Status of women, Office of Immigration and the YWCA Halifax, Immigrant Settlement Integration Services.
Caregivers acquire tools necessary to enhance their own respite outcomes	Workshops offered in locations across the province	2008-2009- 180 2009-2010 - 32	TBD	TBD	-Continue policy-based research work and caregiver education/consultation -Maintain high level of awareness of need for caregiver education in the government

C. Office of Immigration Performance Measures

OUTCOME	MEASURE	DATA	TARGET 2011-2012	PLANNED TARGET	STRATEGIC ACTIONS
Increased number of new immigrant landings in Nova Scotia	Number of new immigrant landings	2003: 1474 2004: 1771 2005: 1929 2006: 2585 2007: 2520 2008: 2651 2009: 2424 2010: 2408 (preliminary data)	**2600**	**2600**	Participation in Immigration fairs Better information and increased promotion of programs Business engagement
Increased number of nomination certificates issued	Number of certificates issued	2004: 117 2005: 303 2006: 400 2007: 408 2008: 309 2009: 368 2010: 500	**500** (CIC has imposed a cap on nominations for 2011-2012)	**500**	Better alignment of NSNP with labour market needs Marketing to business Business engagement
Increased immigrant retention rate	Percentage of immigrants staying in Nova Scotia	1996-2001 census: 37% 2001-2006 census: 63%	2011 Census: 70%	2011 Census: 70%	Investment in enhanced language and employment readiness programs Strategically aligning NSNP recruitment with labour market needs of province Work with stakeholders to address credential recognition issues

Budget Context

Labour and Advanced Education			
	2010-11 Estimates	2010-2011 Forecast	2011-2012 Estimate
Program & Service Area	($thousands)	($thousands)	($thousands)
Gross Department Expenses:	182,918	170,974	345,211
Administration	742	645	985
Policy, Planning and Professional Services	1,705	1,406	3,041
Safety	19,129	16,449	13,208
Labour Services	6,685	6,514	7,380
Skills and Learning	154,657	145,960	133,591
Higher Education	0	0	47,897
School Cap Amortization	0	0	6,612
Community College Grants	0	0	126,383
Office of Immigration	0	0	5,202
NS Advisory Council Status of Women	0	0	912
Total Gross Departmental Expenses	182,918	170,974	345,211
Additional Information:			
Ordinary Revenues, Fees and Recoveries	159,443	151,344	140,149
TCA Purchase Requirements	2,338	2,788.5	2,247
Provincial Funded Staff (FTEs)	263	233	303